

1. Provider Changes Effective 1/1/2021

Claremont EAP, the new provider. The EAP benefits have been expanded. The increased benefits include 5 instead of 3 counseling visits per incident and Simple Will Kits. The EAP is a 100% confidential employer paid benefit. Employees and their household members are encouraged to utilize this important benefit. Claremont also offers additional employer support hours, so we can provide additional Critical Incident and Grief counseling and other staff training.

2. Bright Horizons

Partnered with Bright Horizons so that active employees who are .5 FTE or greater can receive family support.

The following benefits currently are available through Bright Horizons Additional Family Supports™.

- Back-up Care that can be used when employees need to be at work, but require child or elderly care, so they can work.
- Free premium access to Sittercity (\$150 value), where employees can find sitters, nannies, housekeepers, and pet sitters – employees are responsible for securing and paying for care arranged through Sittercity.
- Senior care solutions, such as an online needs assessment, senior housing search and evaluation tools, and more.
- Waitlist preference or tuition discounts at eligible child care centers.
- Tuition discounts for full-time childcare with one of their high-quality partner centers.

AHS also offers career development services through the SEIU Education Fund.

These include:

- Career Counseling
- Tuition support
- Wage replacement
- Paid Training programs
- Continuing Education credits
- Critical Skills training

We are also working on career advancement programs that would provide opportunities for professional advancement within AHS. For example, offering a CNA training to our EVS/Food Services workers to move them into Mental Health Specialist roles or other entry-level clinical roles. Studies have shown that these types of programs are very effective at improving employee engagement and satisfaction.